

MASSACHUSETTS
DEMOCRATIC PARTY



★ Join us
for
Dinner

THE 1990 ANNUAL DINNER

Dinner Chairman, Paul Means

Reception Chairman, Representative Kenneth M. Lemanski

Coordinated Campaign Chairman, Lawrence S. DiCara

HONORED GUESTS

U.S. Senator Edward M. Kennedy	Congressman Joseph P. Kennedy, II
U.S. Senator John F. Kerry	Congressman Edward J. Markey
Congressman Chester G. Atkins	Congressman Nicholas Mavroules
Congressman Brian J. Donnelly	Congressman John Joseph Moakley
Congressman Joseph D. Early	Congressman Richard E. Neal
Congressman Barney Frank	Congressman Gerry E. Studds
Francis X. Bellotti	Rep. William F. Galvin
Senate Pres. William M. Bulger	Senator William B. Golden
Rep. Marjorie Clapprood	Dist. Attorney L. Scott Harshbarger
Sec. of State Michael J. Connolly	House Speaker George Keverian
Treasurer Robert Q. Crane	Senator Richard A. Kraus
Auditor A. Joseph DeNucci	Lt. Governor Evelyn F. Murphy
Governor Michael S. Dukakis	Rep. Nicholas A. Paleologos
House Maj. Leader Charles Flaherty	Attorney General James M. Shannon
Mayor Raymond L. Flynn	John Silber

Sponsored and paid for by the Massachusetts Democratic Party

The Massachusetts Democratic Party
invites you
to join in honoring
the

Massachusetts Democratic Gubernatorial Nominee

Sunday, September 30, 1990
Ballroom
Boston Park Plaza Hotel
Boston, Massachusetts

5:30 p.m. Cocktail Reception, Stanbro Room

6:30 p.m. Dinner in the Grand Ballroom

\$150 per person
R.S.V.P. by enclosed card

\$1500 per table

Name _____

Home Address _____

Business Address _____

Home phone _____ Business phone _____

Number of Tickets _____

_____ My check payable to Massachusetts Democratic Party is enclosed.
(Please note: we will be unable to assign seating until payment is received. Corporate checks are not permissible under Campaign Finance Laws.)

_____ I cannot attend the dinner, but enclosed is my contribution.

Signature _____

Please R.S.V.P. No later than September 21, 1990.

Send to: Massachusetts Democratic Party,
45 Bromfield St., Boston, MA 02108

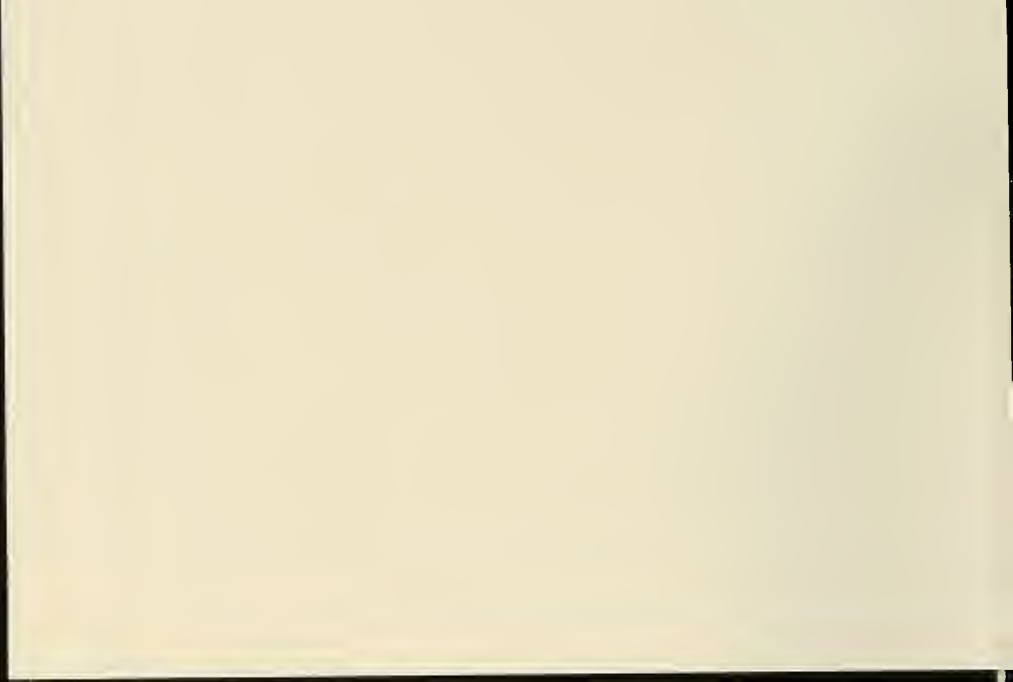
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MASSACHUSETTS
DEMOCRATIC PARTY

45 Bromfield St., 7th Fl.

Boston, MA 02108

®  19



GIRO J. CARDINAL
President

8 Beacon St., Rm. 47
Boston, MA. 02108

FRANCIS J. TOLAND
Executive Vice-President

WILLIAM CORLEY
Secretary-Treasurer

NORFOLK COUNTY MASSACHUSETTS
LABOR COUNCIL, AFL-CIO
MEETINGS 4TH MONDAY



C



Vice Presidents
GEORGE O'KANE
DANIEL TOLAND
CLEMENT DURANT
MARGARET WILSON
CHARLES COLBY
WILLIAM WALKER
RICHARD POST

Trustees
ARTHUR DURAND
THOMAS CHIRILLIO
RICHARD WILSON

Recording Secretary
RICHARD J. O'NEILL

Sergeant-At-Arms
LEONARD DERBYSHIRE

August 22, 1990

Peter F. O'Connell
City of Presidents fund foundation
500 Victory Road
Marina Bay
Quincy, MA 02171

Dear Peter:

Having received your solicitation for the City of Presidents fund raiser from President of Mass AFL-CIO Arthur R. Osborn, unfortunately, did not allow time for a meeting with the Norfolk County Central Labor Council AFL-CIO to take any action. Perhaps at another time given proper notice, the Norfolk County Central Labor Council would be able to help in some way.

If you have any questions please feel free to call me at
(617) 523-0623.

Sincerely,

Giro J. Cardinal
President,
Norfolk CLC

cc: Arthur Osborn
All offices of the Norfolk Central Council of the Mass AFL-CIO

BE UNION ★ BUY AMERICAN

C
International Brotherhood of
BOILERMAKERS • IRON SHIP BUILDERS

TELEPHONE AREA CODE 617
328-8400



Local 29
BLACKSMITHS • FORGERS & HELPERS

68 SAGAMORE STREET
NO. QUINCY, MASSACHUSETTS 02171-1994

August 7, 1990

TO ALL BUILDING TRADES:

We are pleased to announce the appointment of a second Assistant Business Manager, Gerald L. Williams.


At future meetings, both Larry MacAdams and Jerry Williams will attend so that Larry may have the opportunity to introduce Jerry to the other Agents.

Fraternally,

Frederick T. Hayes

Frederick T. Hayes
Business Manager
Secretary-Treasurer
Boilermakers Local #29

FTH/rj



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<http://archive.org/details/executivecouncil901018afl>

CAROL

DONOVAN

STATE REPRESENTATIVE

Dear Arthur, ^C

Thank you very much for the AFL-CIO donation to my campaign. The donation has enabled me to purchase a full page ad in our Woburn High football program and a $\frac{1}{4}$ page ad in a special newspaper supplement for the opening of our new police station.

The letter that went out to all of your members has been a real boost to

my Campaign. I've had
several favorable comments
as I've gone door-to-
door.

You will certainly have
a "special friend" when
I am elected.

In solidarity,
Carol

* Paid for by the Committee to Elect Carol Donovan, 33 Lowell St., Woburn, MA 01801; Alice Roach, Treasurer



THE GENERAL COURT OF MASSACHUSETTS
House of Representatives
Committee on Ways and Means
STATE HOUSE, BOSTON 02133

RICHARD T. MOORE
ASSISTANT MAJORITY LEADER
OFFICE PHONE
722-2692

September 3, 1990

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts

Dear Arthur:

I want to express my sincere appreciation for the endorsement of my campaign for re-election to the Massachusetts House of Representatives.

Throughout my legislative career, I have tried to support and vote for the values and principles which your organization represents so effectively and so well. These traditional American values of family, community, the work ethic, and our basic rights as citizens are as important to me as to you and your members. Consequently, your endorsement is especially meaningful to me.

In addition to your endorsement, I need your active support by urging your members who live in or near my district to vote for me and to ask their families and friends to do the same. I would also be happy to provide bumper stickers or lawn signs to any of your members if they would contact me.

For your information, I have enclosed a list of the zip codes in my district to assist you in contacting your members on my behalf.

Please be assured that as long as I serve in public office, I will continue to do all that I can to advance our mutual agenda and interests. Once again, thank you for your support.

Sincerely,

RICHARD T. MOORE

P.S. Best wishes for success in the future!

Committee on Public Safety
Committee on Rules
Blackstone River and
Canal Commission, Chairman
Tax Reform Commission
Infrastructure Finance Commission
Chairman
Special Commission on Growth Policy
Special Commission on
Availability of Workers
in Long Term Care
Blackstone River Valley National
Heritage Corridor Commission
Chairman



THE GENERAL COURT OF MASSACHUSETTS

House of Representatives

Committee on Ways and Means

STATE HOUSE, BOSTON 02133

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RICHARD T. MOORE

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Committee on Public Safety

Committee on Rules

Blackstone River and
Canal Commission, Chairman

Tax Reform Commission

Infrastructure Finance Commission
Chairman

Special Commission on Growth Policy

Special Commission on
Availability of Workers
in Long Term Care

Blackstone River Valley National
Heritage Corridor Commission
Chairman

EIGHTH WORCESTER DISTRICT
ZIP CODES

Douglas 01516

Linwood 01525

Millville 01529

Manchaug 01526

North Uxbridge 01538

Uxbridge 01569

Sutton 01590

Webster 01570



September 4, 1990

CHAIRPERSON

Mr. Arthur Osborn
President

FIRST LADY BARBARA BUSH

AFL-CIO Council
8 Beacon Street
Boston, MA 02108

HONORARY CHAIRPERSONS

THOMAS P. O'NEILL, JR.
BARBARA WALTERS

Dear Mr. Osborn:

FOUNDER

January 29, 1991 promises to be a very special evening in Boston. My aunt, First Lady Barbara Bush, will be here and act as Chairman of a dinner in support of Boston's "I Have A Dream" program. Former Speaker of the House Thomas "Tip" O'Neill is also lending his support to the endeavor and the event. Special guest Barbara Walters will act as Master of Ceremonies.

JAMES L. BUSH

VICE CHAIRMEN

PETER J. BASSETT
CUI S. CONRAD
THOMAS A. KERSHAW
LAWRENCE C. MOULTER

As you may know, the "I Have A Dream" program began in 1981 when Eugene Lang, a New York businessman, promised each member of the sixth grade class at P.S. 121 in Harlem full college tuitions if they graduated from high school. The extraordinary success of that pledge and his efforts to support his Dreamers have been well documented.

SPONSORS

PATRICK CARNEY
PECCY DRAY
JOHN T. CRADY
POLLY LOGAN
ALAN S. McKIM
DUSTY S. RHODES
MARY LOU CRANE RYAN
CARY L. SAUNDERS

During the past two years, I have had the honor of working with many dedicated people to bring that same dream to Boston. Last June, I was pleased to announce that the 111 members of the fifth grade class at the Mather School, the oldest public elementary school in America, had been selected to be Boston's first Dreamers. The Boston "I Have A Dream" program assists each member of the Mather School fifth grade class on a one-to-one basis as they prepare for college.

CORPORATE SPONSORS

BANK OF BOSTON
BOSTON CELTICS

This black-tie dinner will support the Class of 2001. It is in the year 2001 that each successful high school graduate of the first Boston-based "I Have A Dream" program will receive his or her college diploma.

So that I may further enlighten you as to the goals of this ambitious project and the prospects for spawning others in the city, I invite you to join me and Vice Chairmen Peter Bassett, Tom Kershaw, Guy Conrad and Larry Moulter at a breakfast on:

September 27, 1990 at 8:00 a.m.
The Hampshire House
84 Beacon Street
Boston, MA

The breakfast meeting will not last more than an hour. We hope you will share in our enthusiasm for both a worthwhile long-term project, and an exciting January event. If you like what you hear about the "I Have A Dream" project, we hope to add your name to this stationery and have you participate as a Sponsor for the January event.

I appreciate your interest in the "I Have A Dream" program, and look forward to seeing you at breakfast. Please R.S.V.P. to (617) 439-7700 by September 17, 1990 regarding your attendance at the Hampshire House.

Best regards,

James L. Bush
Chairman
I Have A Dream - Boston

A STATEWIDE CONFERENCE FOR UNION WOMEN

CLUW into the 90's:
Union Women Shape The Future

SAVE THE
DATE →

Saturday, November 17, 1990
UMass Boston, 100 Arlington St.
9am - 4:30pm

SPONSORED BY THE GREATER BOSTON CLUW CHAPTER
IN COOPERATION WITH THE MASS. AFL-CIO

You can help shape the future - fill out and return this section

**I want to CLUW into the 90's !!
I'll help build for the conference...**

Name _____ Phone (w) _____ Union _____
(h) _____

Address _____
street city zip

- ☐ I want # _____ conference brochures to distribute in my union.
- ☐ I want a speaker to come to our union meeting/to a women's meeting
- ☐ I will encourage my union sisters to attend the conference.
- ☐ I will sell conference buttons - call me when they're ready.
- ☐ I'd like to join a Conference Committee:

☐ Fundraising ☐ PR/Media ☐ Outreach ☐ Program

Please send to : Greater Boston CLUW Chapter; c/o Dist. 65 UAW,
636 Beacon Street, Boston, Mass. 02215 # 617-536-6949



Coalition of Labor Union Women *Greater Boston Chapter*

Thursday, Sept. 6, 1990

Dear CLUW Member,

WE HAVE A NEW OFFICE! The location is in the Dist. 65 UAW offices at Kenmore Square, 636 Beacon St., 5th floor. The phone is 617-536-6949. Come and visit.

This is an exciting and busy time for our CLUW chapter. We are building for our CLUW statewide union women's conference called "CLUW into the 90's: Union Women Shape the Future." It will be on held on Saturday, November 17, 1990 at UMass, 100 Arlington St., Boston from 9:00 am to 4:30pm. The purpose of the conference is to develop a union women's agenda for the 90's based on the following key issues:

- * The Economic Impact of the State Budget on Working Women
- * Family Issues(Childcare/Eldercare, Parental Leave, Access to Health Care)
- * Discrimination and Harassment in the workplace
- * Reproductive Health and Hazards on the Job
- * Surveillance and Office technology

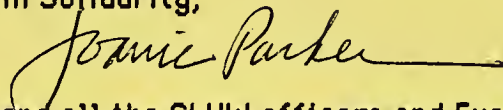
Your help is needed to ensure the success of this conference. Since this is the biggest project our chapter has ever taken on, we're counting on every member to do outreach for the conference and to help raise money for our Fundraising Drive. A leaflet announcing the conference is enclosed with a tear-off at the bottom. Please make copies and distribute them as widely as possible so that people will save the date AND help build for the conference. The printed brochure and buttons for the conference will be ready in early October.

Our Fundraising Drive is starting NOW! The enclosed letter explains how people can contribute. As you can see our goal is to raise \$5000. To reach that goal we are asking every CLUW member to raise \$100. You can do that by getting 4 contributors for \$25 each, 2 contributors for \$50 each, 1 for \$100 or many at \$15 or less. Contributors can pair up to give \$25 with both names listed in the brochure. Of course if you can raise more than the \$100, that's great! You may want to make copies of the Fundraising letter to give to your family, friends and co-workers. Remember... people will not give unless they are asked. We are sending the Fundraising letter to local Presidents, Central Labor Councils (CLC) and some women's organizations. If you can follow up those letters personally with your President, CLC's or organizations that you know, that will make a difference. The Chapter Fundraising Committee is coordinating this drive. Please call Joanie Parker at the CLUW office #536-6949 with the names of your contributors. The names of contributors will be listed in the brochure announcing the conference if they've sent their money in by September 21. All others will be listed in the conference program. That means we all have to ask fast and be persistent about following up!

You are also invited to join a Conference Committee. There is work that you can do with any amount of extra time you have. Call the CLUW office and leave your name and phone number.

Thanks for your help. Together we are shaping the future of union women!

In Solidarity,

A handwritten signature in cursive script, reading "Joanne Parker", followed by a horizontal line.

and all the CLUW officers and Executive Board members

ANNOUNCING: The CLUW National Executive Board Meeting will be held from Oct. 5-7 in Providence, R.I. Everyone is invited to attend. Meet CLUW members from all over the United States. There will be rides available. Call the CLUW office for more information.



Coalition of Labor Union Women *Greater Boston Chapter*

The Greater Boston CLUW Chapter invites you to...

CLUW into the 90's

Honor our Union Sisters - Past and Present

You can help shape the future!. As you are well aware The 1990's are a critical time for all working women and men. The next decade threatens to wipe out many of the gains made by the labor movement. This is especially true for working women who are in many of the most vulnerable sectors of the job market. Union women are in a unique position to provide vision and organization to the changing labor movement of the 1990's.

The Boston Chapter of the Coalition of Labor Union women will launch a union women's agenda to meet the challenges of the 1990's. On Saturday, November 17, Boston CLUW will hold a conference to address key issues facing union women: The Economic Impact of the State Budget on working women, Family Issues, Discrimination and Harassment, Surveillance and Office Technology and Reproductive Health and Hazards.

To develop a working women's agenda requires time and money! You can play a role in making this a reality by helping to raise \$5000. This money will be used to plan the conference and organize around the strategies developed through the conference.

Join us in honoring those union sisters from the past who have inspired us with their vision and fighting spirit. Make a contribution to our first Fundraising Drive and help shape the future.

BE A:

***Mother (Mary) Jones contributor for \$250: United Mineworkers Organizer, Visionary and originator of "Don't Mourn, ORGANIZE!"

***Elizabeth Gurley Flynn contributor for \$100: Leader of the 1912 Lawrence Bread and Roses strike.

***Genora Johnson contributor for \$50: Organizer of the Womens Emergency Brigade that supported the auto workers in the Flint Michigan General Motors sit down strike

***Crystal Lee Jordan contributor for \$25: Rank and file textile worker and leader, the inspiration for the film "Norma Rae".

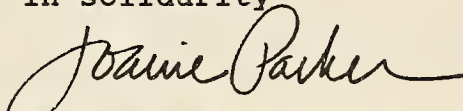
***All Union Maids, contributor for \$15 will honor all the union women in history whose names may be unknown but whose hard work and commitment set the foundation that we build from today.

For a contribution of \$25 or more your name will appear on the conference brochure if we receive your contribution by September 21. All contributors will receive a written summary of the conference.

Please make your check payable to The Greater Boston CLUW Chapter and send it today in the enclosed addressed envelope to: Greater Boston CLUW, c/o District 65 UAW, 636 Beacon Street, Boston, Mass 02215.

Thank you for your support.

In solidarity

A handwritten signature in cursive script that reads "Joanie Parker".

Joanie Parker
President Boston CLUW

C

9/6/80

DEAR ARTHUR -

WHAT A SURPRISE!

AND WHAT A WONDERFUL,
HEART-WARMING OCCASION.

THERE'S NOTHING THAT COULD
MEAN MORE TO ME THAN THE
REGARD OF THE TRADE UNION
LEADERSHIP OF MASSACHUSETTS.

YOUR THOUGHTFULNESS AND
YOUR FRIENDSHIP MADE THE EVENING
EVEN MORE MEANINGFUL, AND ONE
THAT WILL REMAIN IN MEMORY
FOREVER.

Joyce thinks the DECANTER
IS STUNNING AND IT WILL BE
ON THE DINING ROOM TABLE TONIGHT!

ALL BEST TO YOU AS YOU SEEK
NEW DIRECTIONS. Affectionately - EJ

C

Dear Sirs:

You have no business endorsing any candidate on behalf of union members, above all not for in Boston this state rep. has voted for every tax that has come down the line. He is attempting to break the working people of Mass.

I now know how to save some money, because of your sponsoring support for this candidate + some of your past like our present governor I am going to resign from my union + save \$17 a month

Sincerely
Mr. J. Cheneault



MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

August - 1990

Dear Union Member:

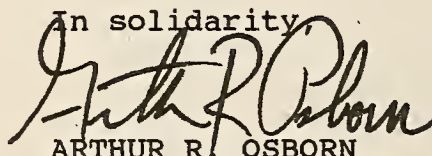
The Massachusetts AFL-CIO is proud to announce our endorsement of **JOHN BARTLEY** for State Representative in the 32nd Middlesex District (Watertown and Newton).

On Tuesday, September 18, you and your family will have an opportunity to keep a friend of working people at work in the State House. John Bartley has been active on behalf of working families for his two terms as a State Representative compiling an 88% AFL-CIO voting record.

John Bartley was an active supporter of the Vote No on Question #2 campaign to protect the prevailing wage. He has supported and voted for improving public education. When Watertown jobs were threatened, John Bartley successfully stopped layoffs at Western Electric Company, keeping families and tax revenue in the District.

Please join us in voting for John Bartley in the Democratic Primary, Tuesday, September 18. Working families need John Bartley and he has earned our vote.

In solidarity,


ARTHUR R. OSBORN
PRESIDENT

opeiu-6

afl-cio

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

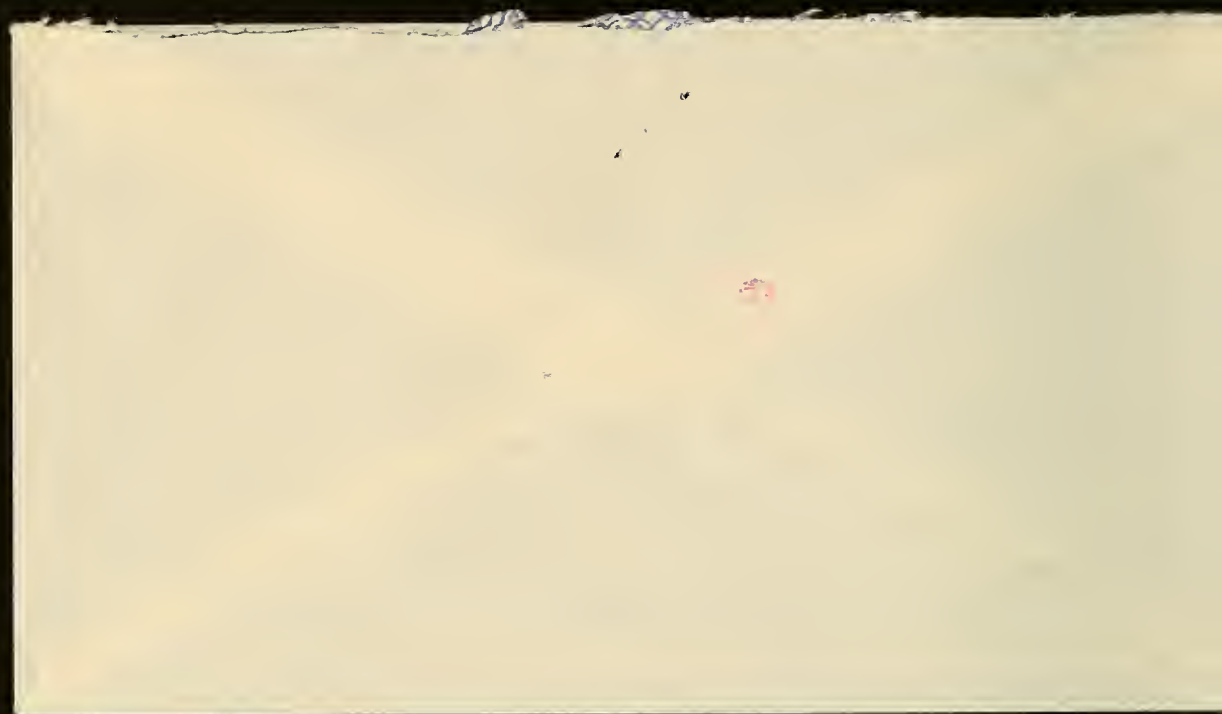
VICE PRESIDENTS

RICHARD ABDOW
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ARTHUR BUTLER
GIRO J. CARDINAL
THOMAS CHIRILLO
JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DeROSA
PAUL L. DEVLIN
JACK DONEGAN
SANDRA FELDER
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE
THOMAS P. KERR
DONALD J. LEAHY
DICK LeBLANC
KEVIN MAHAR
CHARLES McDEVITT
NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES
TONY ROMANO
JOHN F. SIMMONS
CHARLES E. THOMPSON
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO



AFL-CIO
8 BEACON ST
BOSTON, MA
02108





The Commonwealth of Massachusetts

Office of Employee Relations

Room 1002 McCormack Building

One Ashburton Place, Boston, Mass. 02108

(617) 727-5403

Michael S. Dukakis
Governor

John R. McKeon
Director

Paul J. Waystack
Dep. Dir./Bargaining

Joseph M. Daly
Dep. Dir./Gen. Counsel

July 27, 1990

His Excellency Michael S. Dukakis
Commonwealth of Massachusetts
State House
Boston, MA 02133

Dear Governor Dukakis:

Please accept my application for consideration for the position of Commissioner of the Labor Relations Commission. I have had the pleasure of serving as Counsel to the Office of Employee Relations during your past two administrations.

As a representative of Management, I have presented cases before the Labor Relations Commission, arbitrators, the Trial Court and Appellate Courts of the Commonwealth as a Special Assistant Attorney General. While attempting to preserve the rights of management to make core decisions, I have been mindful of the rights of employees and unions.

As a close observer of the Labor Relations Commission over the years I am cognizant of the need to interpret M.G.L. Ch.150E in a manner that balances the legitimate interests of labor and management and the ultimate beneficiary of the law, the public servant.

I believe I am well qualified because of my experience, training, and involvement in collective bargaining matters to serve as a Commissioner of this important organization.

I would very much appreciate your consideration of this application. I will be both pleased and honored to serve as your appointment to the Labor Relations Commission.

Very truly yours,

William G. Hayward, Jr.
William G. Hayward, Jr.
Counsel

WGH/ml
d16WGHp6



The Commonwealth of Massachusetts

Office of Employee Relations

Room 1002 McCormack Building

One Ashburton Place, Boston, Mass. 02108

(617) 727-5403

Michael S. Dukakis
Governor

John R. McKeon
Director

Paul J. Waystack
Dep. Dir./Bargaining

Joseph M. Daly
Dep. Dir./Gen. Counsel

July 26, 1990

Michael S. Dukakis, Governor
State House, Room 360
Boston, MA 02133

Dear Governor Dukakis:

I am pleased to nominate Attorney William Hayward of this office for your consideration as Commissioner of the Labor Relations Commission. The position of Commissioner has a significant impact on the conduct of relations between management and labor and directly affects the ability of public sector employers to manage their operations. I believe that Bill Hayward fundamentally understands the principles and practices of labor law and would exercise sound judgement in the application of the law to cases before the Commission.

Mr Hayward has tried cases before the Commission, arbitrators and the courts for more than ten years as counsel for the Office of Employee Relations and has extensive prior experience as a former Assistant Attorney General and Assistant District Attorney.

Bill's success in the field of labor relations is manifested in the support of his nomination by both labor and management representatives. I strongly urge and recommend your favorable consideration of his application.

Thank you for your continued interest in our efforts to promote productive and harmonious labor relations.

Very truly yours,

A handwritten signature in dark ink, reading "John R. McKeon".

John R. McKeon
Director

JRM/PJW/evc

COMMONWEALTH OF MASSACHUSETTS
STATE OFFICE OF AFFIRMATIVE ACTION
CERTIFICATE OF AFFIRMATIVE ACTION STATUS

The State Office of Affirmative Action has reviewed the Military
Status of William G. Hayward, Jr., 28 Standish Rd., Milton, MA

S.S. #033-30-3327 at his/her request.

In accordance with the rules and regulations for certification,
this is to certify that he/she is eligible for affirmative action
status in accordance with Executive Order No. 235 and subsequent
rules and regulations as mandated by the State Office of
Affirmative Action.

This form will serve as the interim certification document, until
the official certificate of Affirmative Action status is sent to you.

R. H. MURPHY
DIRECTOR
STATE OFFICE OF AFFIRMATIVE ACTION

SEAL

By: Linda Ann Uleaver Date: July 11, 1985

This certificate is non-transferable

Certificate No: 0064

WILLIAM G. HAYWARD, JR.
27 Temple Street
Boston, Massachusetts 02114
(617) 367-0562

EXPERIENCE AS A PRACTITIONER

1980 - Present

Counsel, Office of Employee Relations of the Commonwealth of Massachusetts

I serve as Labor Counsel and negotiator for the Commonwealth on a unit-wide and agency-wide basis in establishing and implementing labor relations policy through negotiations, contract administration and litigation. I also serve as Counsel representing the Commonwealth at fact-findings, Labor Relations Commission hearings and strike investigation proceedings, and as a Special Assistant Attorney General in court proceedings on agency-wide and state-wide issues including the presentation of arbitration cases involving substantial monetary liability. From 1982 - 1989 I served as Co-Chairman of the State Police Health and Welfare Trust.

1978 - 1980

Assistant District Attorney, Plymouth County

My duties included presentation of cases to the Grand Jury and prosecution of cases in the District and Superior Courts.

1974 - 1978

Private Practice

I was engaged in the general practice of law in Boston, Massachusetts. My case load concentrated in contract negotiations, grievance procedures and the interpretation and arbitration of labor contracts, including preparation of these matters for hearing. I also represented a wide range of defendants in the various District and Superior Courts of the Commonwealth. In 1978 I was an advisor to the third year students from Suffolk University Law School in the defense of criminal defendants in South Boston District Court.

1969 - 1974

Legal Assistant in the Eminent Domain Section of the Attorney General's Office

My concentration was in environmental problems working on legislation to strengthen existing laws in the Clean Waters Act. I also represented the Attorney General on the Harbor Pollution Committee.

1968 - 1969

Operations Supervisor, Massachusetts Port Authority, Logan International Airport

My general duties were to assist in the administration, supervision and coordination of the operational and maintenance activities necessary to the safe and efficient operation of the airport, and to assume full responsibility for those activities in the absence of the airport staff. I also acted as liaison with the general public and the press and was assigned the task of reviewing contracts with all of the airport tenants.

ASSOCIATIONS

Massachusetts Bar
Federal District Court Bar
Massachusetts Bar Association
Industrial Relations Research Association
Major Gift Program - Boston College

MILITARY STATUS

Honorable Discharge
U. S. Marine Corps
Served in Viet Nam 1966 - 1968

EDUCATION

New England School of Law
Boston, Massachusetts
Degree award: J. D. - 1974

Boston College
Chestnut Hill, Newton, Massachusetts
Degree awarded: B.S. in Economics - 1965
Minor in Philosophy

Catholic Memorial High School
West Roxbury, Massachusetts
College Preparatory graduate - 1961

EXPERIENCE AS AS LECTURER

I have lectured on Labor Relations in the Public Sector at the University of Massachusetts at Amherst and on Collective Bargaining in the Commonwealth to the SEIU Probation Officers Local.

I also lectured at Bridgewater State College while an Assistant District Attorney, Plymouth County, to various civic groups on the status of juvenile law, and to the Massachusetts Trial Lawyers Association on the subject of plea bargaining negotiations.

References available upon request

C

PEABODY & BROWN
A PARTNERSHIP INCLUDING PROFESSIONAL CORPORATIONS
101 FEDERAL STREET
BOSTON, MASSACHUSETTS 02110-1832
(617) 345-1000

WRITER'S DIRECT DIAL NUMBER

(617) 345-1210

FAX: (617) 345-1300
CABLE: "PEABODYB"
TELEX: 951019

PROVIDENCE OFFICE:
1400 HOSPITAL TRUST TOWER
PROVIDENCE, RI 02903
(401) 274-3300
FAX (401) 273-8106

6 September 1990

Robert J. Haynes
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02109

Dear Bob:


I am dictating this memo as I know you are at the convention. I anticipate you will receive it when you come back next week. I am enclosing the resume of my old friend, Dan Pagnano. He and I have been friends since we were in high school. Dan has submitted his name for the open position on the LRC. This seat is being vacated by Paul Edgar. There are about two years left on a five year term.

Dan's resume speaks for itself. You may want to chat with Ed Doherty with whom he worked when he was at the School Department as to his competence and fairness.

I would appreciate any good word you might be able to put in with the Secretary of Labor or anyone else regarding Dan's application.

Warmest personal regards.

Sincerely,


Lawrence S. DiCara

LSD:tf/.ab2
Enclosure

DANIEL J. PAGNANO
93 Addington Road
Boston, MA 02132
(617) 469-4648

EMPLOYMENT

1990 - Present	Attorney-Arbitrator General and labor practice; member, panel of labor arbitrators: American Arbitration Association, National Mediation Board, Massachusetts, Maine University Continuing Education, University of New Hampshire
1985 - Present	Lecturer in Human Resource Management, Northeastern University, University College, Boston, Massachusetts
1988 - 1990	Associate, Holtz and Gilman, P.C. Boston, Massachusetts Practice devoted to labor and employment law representing management in the private and public sectors
1985 - 1988	Assistant General Counsel, Boston Public Schools Labor Relations Boston, Massachusetts Directed the labor relations program of the School Department; responsible for collective bargaining, contract administration, grievance-arbitration, and related labor litigation with fourteen academic and non-academic bargaining units; staff of legal and labor relations specialists
1983 - 1984	Attorney, Baltimore, Maryland Private practice in labor and employment law representing management primarily in the health care and construction industries
1979 - 1983	Attorney, National Labor Relations Board Baltimore, Maryland
1978 - 1979	Labor Relations Officer, U.S. Department of Labor Boston, Massachusetts Responsible for the labor-management relations program of the New England region

1973 - 1978	Labor Relations Officer, Internal Revenue Service Boston, Massachusetts
	Responsible for the labor-management relations program in the Boston District; member, Employee Assistance Program Advisory Committee, comprehensive program of employee assistance sponsored by the Boston Federal Executive Board and Boston College School of Social Work
1972 - 1973	Management Intern Program, Internal Revenue Service Washington, D.C.
1971 - 1972	Teacher, Philadelphia, Pennsylvania

EDUCATION

1974 - 1978	Suffolk University Law School, J.D. 1978
1971 - 1972	University of Pennsylvania, Graduate School of Education
1967 - 1971	Harvard College, A.B. 1971

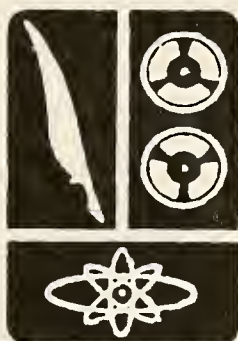
PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

Massachusetts Bar
District of Columbia Bar
Federal District Court, Massachusetts and Maryland
American Bar Association
Massachusetts Bar Association
Chair, Arbitration and Dispute Resolution Committee
(1988-1989)

Contributor to "A Judicial Guide to Labor and Employment Law," sponsored by Flaschner Judicial Institute and Massachusetts Bar Association, 1990

LOCAL

6



**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION AFL-CIO**

JAMES E. MAHONEY
Business Manager

- AFFILIATIONS -

American Federation of Labor and Congress of Industrial Organizations
Massachusetts State Labor Council (AFL-CIO)
Greater Boston Labor Council (AFL-CIO)

577 MASSACHUSETTS AVENUE • CAMBRIDGE, MASSACHUSETTS 02139 • 576-4795



September 10, 1990

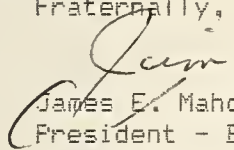
Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I want to thank you for accepting our offer to be guest speaker at the Northeast Regional Educational Conference luncheon to be held at the Park Plaza, 12 noon on September 18, 1990.

We are looking forward to seeing you, brother.

Fraternally,


James E. Mahoney
President - Business Manager
International Vice President

P.S. If you are available, please join us at a cocktail party on Monday evening at 6:00 PM at the Park Plaza.

C
Good luck with
your own change of jobs.

September 11, 1990

Arthur
Dear friends:

In the last five
years, I've come to
know you a little
better,

After more than five years, I am leaving the Executive Office of Labor.

Beginning on September 24, I will assume duties as the Chief Planner for the Jobs and Communities Services Division of the City of Boston's Economic Development and Industrial Corporation. That long institutional name reflects good policy. The Flynn Administration is bringing together economic development and job training functions under one quasi-public agency; my responsibilities in the new job will center on planning for the employment and training system. I will be working closely with an excellent team of people on both the training and economic development sides of EDIC. I am excited about the new job; it promises to be challenging and rewarding.

to appreciate
your
leadership,
even
when
we
disagree.
Thanks
for the
opportunity
to
work
together.

Despite too much craziness from the state budget woes and successive, ill-thought reorganization plans which threatened to end this operation, the years at EOL have been fulfilling. Working under Secretary Paul Eustace, I have had a chance to learn a lot about the Massachusetts labor movement and the state's economy. From North Adams to New Bedford, I have covered a lot of territory figuratively and literally in this job. Along with colleagues in the Industrial Services Program, I have had a tour of some tough times even during the good years. Through the CRIL/Industry Action Projects, I have had a chance to work on job retention and economic development. More recently, I have helped develop an approach to training and career ladders in the health care industry. The work was rarely glamorous and celebrated (though there were moments such as winning the Innovations award from the Kennedy School and Ford Foundation), but I had the opportunity to work with the best people in the state: always a first-rate crew in EOL itself; the ISP; the CRIL/Industry Action Project staffs; laid-off workers, labor union members and officials at many levels; activists and advocates and academics, other public sector types, the list could go on endlessly.

On to
Victory
No on
Question
3

I want to thank all of you for helping me so much in this job. I've learned a lot, enjoyed the challenge, and most important of all, had the opportunity to do meaningful work. In era of great cynicism about the public sector, I can say unabashedly that I am proud of the public service the work of EOL and ISP represents and proud to have played a role in shaping that work.

Sincerely,

Jack
Jack Clark

P.S. My new work address and phone: Jobs and Community Services Division, EDIC, 43 Hawkins Street, Boston, MA 02114, telephone 617 723-1400.

C

The Colonel Daniel Marr Boys and Girls Club

of Dorchester, Inc.

Gerald J. Morrissey, Jr.
Chairman

Donald E. Rodman
President

Maria Karagianis
Vice President

Maureen Peterson
Vice President

James F. Drury
Treasurer

Judith Nelson Dilday, Esq.
Secretary

Rev. James K. Allen
Historian

Simone Auster

Marty Barrett

Larry Bird

John E. Bradley, Esq.

Hon. James T. Brett

Joseph J. Brodigan

Hon. William M. Bulger

Joseph J. Burnieika

Ronald E. Burton

Hon. James E. Byrne

Forrester A. Clark, Sr.

Lyn Cleary

Jean D. Cooley

Joseph E. Corcoran

John Cronin

James J. Dobbins

Peter S. Donadio

Brian R. Driscoll

Daniel T. Farrell

Hon. J. John Fox

Ann Graham

Rev. Joseph M. Hennessey

Lee M. Kennedy

Barry O. Lawton

Jean MacCormack, Ph. D.

Robert L. Marr

Daniel F. Marr, III

Daniel F. Marr, Jr.

Hon. Nelson Merced

Frank A. Merlino

William J. O'Brien

Gerard E. O'Connor

William A. O'Shea

Sylvester A. Ray

John Riordan

William D. Solberg

Dennis J. Teehan

Nguyen Thai

Gerry Walsh

Anne Welch

Robert A. Scannell, Jr.
Executive Director

September 11, 1990

Arthur Osborn
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

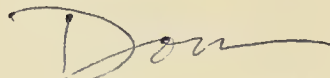
Dear Arthur,

Thank you ever so much for your recent donation supporting The Club's new program, Safe Summer Streets. This summer's program concluded with the start of the new school year and we are very pleased with its success. Participation was excellent and we plan to continue the program next year.

I've enclosed the latest edition of our newsletter, The Colonel, for your information. You may have already received one. It details the Safe Summer Streets program as well as several of the Club's other programs. I hope you find it informative.

On behalf of the kids, thank you again. Your investment in their future is greatly appreciated. We couldn't have done it without your support.

Sincerely,


Donald E. Rodman





**New England
Telephone**

A **NYNEX** Company

185 Franklin Street
Boston, Massachusetts 02107
Phone (617) 743-1333

P. C. O'Brien
President
Chief Executive Officer

September 12, 1990

Arthur R. Osborn, President
Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Your letter of August 27th, and the 1990 AFL-CIO poster supporting United Way were much appreciated. I know that organized labor has a long history of staunch support of United Way here in Massachusetts. My own Company's successful campaigns over the years give testimony to that.

I also agree with you that the agencies funded by United Way will be more critical than ever in the tough years facing Massachusetts, and I applaud and thank you for your continued support and leadership.

Sincerely,

WENDY M. BITTNER
ELIZABETH K. BOYER

BITTNER & BOYER
ATTORNEYS AT LAW
27 SCHOOL STREET
BOSTON, MASSACHUSETTS 02108
(617) 367-0054

FAX (617) 367-3770

August 22, 1990

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

RE: Judith Neumann
Applicant for Commissioner, Labor Relations Commission

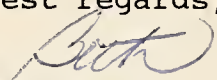
Dear Arthur:

Enclosed is a letter to you, with her resume, from Judith Neumann, who is seeking appointment to the five-year "union-side" position as Commissioner at the Labor Relations Commission, which my resignation has created.

I know that your opinion and recommendation concerning this Commissioner appointment will be critical, and I am pleased that you can review Judy's excellent qualifications and record of experience. As I know firsthand, she has been an exemplary public servant during the years she has served as a Commission hearing officer, and is held in the highest regard by the entire Commission staff as well as the many parties who regularly appear before the Commission. She is zealous in her dedication to advancing the important goals and rights protected by the collective bargaining laws, and I know that she would serve with the highest distinction as a Commissioner. Her candidacy will undoubtedly receive the support of many public sector labor unions.

On the personal side, Wendy and I very much enjoyed our lunch and discussion with you today. As always, your support and friendship means a lot to us both.

Best regards,


Elizabeth K. Boyer

Enc.

JUDITH NEUMANN
469 Wolcott Street
Auburndale, MA 02166
(617)965-8544

August 22, 1990

Mr. Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

I have applied for the position of Commissioner at the Labor Relations Commission, recently vacated by Elizabeth Boyer. Since this seat is sometimes viewed unofficially as a "union" seat, and since affiliates of your organization represent numerous public employees over whom the Commission has jurisdiction, I'm sure that this appointment is a matter of serious interest to you. In view of my background and qualifications, I would be pleased if your organization would consider endorsing my candidacy for Commissioner.

As you can see from the enclosed resume, I have been a practicing public sector labor relations attorney for over thirteen years, five of them as staff counsel to a labor organization. Indeed, my interest in becoming a labor lawyer was kindled by my experiences as a clerical worker involved in efforts at self-organization, resulting in a deep personal commitment to the resolution of workplace issues through collective bargaining.

While in law school, I concentrated on labor relations courses and I worked in exclusively union-side labor relations clerkships. During the five years I worked for an NEA-affiliate, I was also active in organizing and negotiating for a unit of clerical employees with whom I worked. In the past eight years I have been successfully employed as a neutral decisionmaker, but my decisions nonetheless reflect the perspective my earlier union work provided me about the purposes and goals of labor relations laws.

Since there are currently two Commissioner positions open, I believe my lengthy employment at the Commission, thorough familiarity with Commission law and practice, and understanding of the needs of the agency, are qualities of particular importance in filling the current position. Like many of the employees whom your affiliates represent, I have been a committed public servant for

many years and am well-suited to help guide the agency in the face of staff shortages and other fiscal troubles.

I would be pleased to discuss my qualifications for the Commissioner position with you at your convenience. Thank you for considering my candidacy.

Yours very truly,

A handwritten signature in dark ink, appearing to read "Judith Neumann". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Judith Neumann

JN

JUDITH NEUMANN
469 Wolcott Street
Auburndale, MA 02166
617/965-8544 (home)
617/727-3505 (office)

Admitted to practice law in
Massachusetts and Wisconsin

LABOR RELATIONS EXPERIENCE

- Counsel and Hearing Officer, Massachusetts Labor Relations Commission, Boston, MA. June 1982 to the present.

Conducted hearings and issued published decisions in numerous cases adjudicating unfair labor practice charges and resolving representation disputes; substantially assisted the Commission to develop policy in the agency service fee area and devised a case management system for coordinating agency service fee cases; provided advice and counsel to the Commission in connection with its decisions and drafted Commission decisions; advised the Commission and participated in the drafting of administrative regulations; represented the Commission in the trial and appellate courts; mediated extensively among parties appearing before the Commission in order to resolve disputes prior to hearing; trained and counseled newly-hired attorneys.

- Staff Counsel, Wisconsin Education Association/NEA, June 1977 to May 1982.

Litigated in federal and state trial and appellate courts, before federal and state administrative agencies, and before arbitrators all facets of employment law, including constitutional claims, unfair labor practice claims, civil rights claims, and employment discrimination claims; provided advice and extensive written legal opinions to union management and to field representatives; formulated collective bargaining policy and drafted model contract language; participated in contract and grievance negotiations; represented employees in termination proceedings; counseled employees facing disciplinary proceedings; taught and trained union employees and union members on labor relations law, including preparing materials for and presenting seminars of one to five days duration.

- Elected vice-president of United Staff Union (USU), 1978-79; appointed by the USU Executive Committee to represent on a voluntary, part time basis a subsidiary bargaining unit of fifty clerical employees.

Provided negotiations assistance and legal counsel during protracted contract negotiations, including an eight-week

strike, culminating in binding interest arbitration. Represented the bargaining unit in unfair labor practice proceedings before the National Labor Relations Board and in grievance arbitrations.

RELATED PROFESSIONAL EXPERIENCE

Contributor, A Judicial Guide to Labor And Employment Law (Walsh, ed., Lawyers Weekly and Flaschner Judicial Institute, 1990).

Member, Massachusetts Bar Association Legislation Committee; analyzed legislation for its impact on public employee collective bargaining and on labor relations policy.

Extensive public speaking experience, including the development, promotion, and teaching of a fifteen-session course on employment law for nonlawyers; presenting an overview of developments in Massachusetts Labor Relations Commission agency service fee law and policy to the New England Consortium of Labor Relations Agencies; presenting an overview of the scope of bargaining in the public sector to the Massachusetts Criminal Justice Training Council.

Member, Board of Directors, Angier After School Program; member, Board of Directors, Brookline Infant Toddler Center. Served on Personnel Committee of both nonprofit organizations.

1971-73 - Milwaukee Public Schools, High school history teacher.

EDUCATION

J.D. 1977, cum laude, University of Wisconsin; upper 10%; Law Review; concentration in public and private sector labor relations and negotiations courses; summer clerkship, Goldberg, Previant, and Uelman (large union side law firm located in Milwaukee); academic-year clerkship with the Wisconsin Education Association/NEA.

A.B. 1971, magna cum laude, Phi Beta Kappa, Marquette University. Attended on a full scholarship basis. Major in history, minors in philosophy and secondary education.

REFERENCES FURNISHED UPON REQUEST.

Health Action Forum
of Greater Boston, Inc.
c/o Frank B. Hall & Co.
Greater Boston Chamber of Commerce
600 Atlantic Avenue
Boston, Massachusetts 02110
(617) 423-1676
Boston, Ma. 02210-2200



September 7, 1990

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

The HEALTH ACTION FORUM, from the beginning in 1982, has been community leaders working together to help make health care more affordable in Greater Boston. The FORUM was to be an indivisible amalgam of a small professional core staff and extensive volunteer support from FORUM members.

During this eight-year period, the FORUM has accomplished a great deal. During this time we have through trial and tribulation developed a setting in which disparate interests are now willing to come together with a reasonable amount of trust. In short, we have the confidence of the community as a whole.

The projects we have undertaken, funded primarily by The Robert Wood Johnson Foundation but importantly supported by each of you through your annual contributions, have produced significant specific results. Not the least of which is the establishment of the NEIGHBORHOOD HEALTH PLAN.

This is 1990. Your Executive Committee has met to address the future. We recognize the current economic conditions and employer and provider attitudes towards health planning. Current conditions are driving us towards our original plan--back to our roots. We recognize that direct financial support for a professional staff needs to be in part replaced by reinvolvement of volunteer support in kind and in person for FORUM activities.

There are important and immediate health care issues in the Commonwealth of Massachusetts. In the immediate future we should look to the FORUM to provide a setting in which they may be addressed.

Chapter 23 is up for renewal. There are many things we all can do within the existing structure of Chapter 23. One of the dilemmas is that we all lack credible information on which to base options for the future. We believe the FORUM can act as an objective organizer of the data we all need. We have in Massachusetts a new and robust corporation of health service researchers to help collect and analyze Massachusetts data and comparisons to other states. We believe these efforts will assist employer groups, providers, coalitions and the legislature in developing insights and programs relative to the renewal of Chapter 23.

Second, the FORUM will work to help employers and their employees to learn of successful strategies for better managing health premium costs and getting better value for the dollar. Hospitals, doctors, as well as employers and employees all share that goal.

In recognition of the importance of financial constraints, the Executive Committee has determined that our staff will be reduced. Accordingly, we have implemented a plan which will immediately reduce our professional staff to a smaller core. This reduction will be done without limiting our ability to complete our obligations under existing grants.

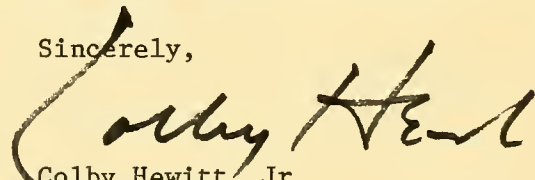
We will, however, want to rely heavily upon volunteer services by experienced individuals from the member organizations.

On August 20th, the FORUM relocated in rent-free space at the Greater Boston Chamber of Commerce. Nancy Vakalis is the Executive Director, telephone number (617) 227-4500.

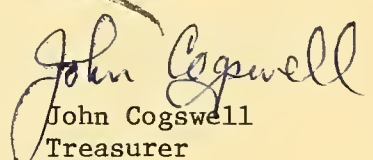
We would be most grateful for your continued support. More importantly, we earnestly seek your commitment to contribute at least one individual's time from your organization to assist the FORUM in implementing its ongoing agenda for affordable health care in the Commonwealth of Massachusetts.

We are inviting you to join with us in the FORUM to address the Massachusetts health care issues in the 1990s.

Sincerely,



Colby Hewitt, Jr.
Chairman



John Cogswell
Treasurer



The Boston Park Plaza Hotel & Towers

September 11, 1990

Mr. Arthur Osborn
President
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

On behalf of the BOSTON PARK PLAZA HOTEL AND TOWERS, I would like to thank you for hosting the AFL-CIO Convention.

I hope each and every detail of service was carried out to you, and we met and exceeded your expectations.

We look forward to working with you again in the future.

Sincerely,

Kathleen E. Sheehan
Assistant Director
of Catering

KES/ja

64 Arlington Street at Park Plaza, Boston, Massachusetts 02117
(617) 426-2000 • Telex 940107 • Fax (617) 426-5545

Proudly operated by Saunders Hotels Company of Boston.
A family business for 3 generations.

C

Studs for Congress

Mr. [illegible]

Dear

My

Dear

My

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Harvey L. Friedman, Esq.
20 Mt. Holyoke Drive
Amherst, Massachusetts 01002
(413) 256-8781

Arbitrator

October 3, 1990

Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA. 02108

Dear Arthur,

I deeply appreciate your sending me the first day cover celebrating the hundreth anniversary of the National Association of Letter Carriers. As a member of the Sam Gompers Stamp Club, an organization of stamp collectors who are members of unions throughout the country, I have collected approximately forty first day covers primarily issued on behalf of national unions. This is the very first one issued on behalf of a local union. It will be put in a prominent place in collection books.

This letter also allows me to thank you both for your support of the Labor Center over the years and particularly in the last year when we fended off the attempt to eliminate the Center itself. I am confident that Pat Greenfield will continue to receive that support from you, Bob Haynes and Joe Faherty.

I also want you know that I fully recognize the great contributions that you have made in the recent years when Labor has had to protect itself from the attacks of those who wish to see it disappear. The various pieces of legislation that you were the principal architect of - Right-to-Know, Industrial Accident Reform, Plant Closing, etc. together with the maintenance of the Prevailing Wage Rate statute will all serve as monuments to your major contribution to the existence of the Labor Movement and to the well being of workers, union and non-union in the State.

I am sure that your next endeavors will be equally successful.

In my retirement, I have retired from work but not from activity. The Vote No on 3 campaign is taking a good deal of my time. I am teaching one class and taking another. About twenty years of books, papers, artifacts, etc. have almost taken over our home so I hope to be sorting all of that. And paying attention to the Red Sox appears to be more important this year than in any other.

If you are out this way, please do not hesitate to drop in.

Fraternaly,



Patricia A. Foley
108 Myrtle Street
Boston, Massachusetts 02114

8 October

Arthur —

Thanks so much for your
willingness to assist us with
our television advertising.
Please also know that John and
I are grateful for the
use of the Union during this
final stretch.

We are in the fight over our lives
but I know with help from
you we will prevail.
Always, let me know if
we can be of assistance.
Regards —
Patricia

LABOR/HIGHER EDUCATION COUNCIL



AMERICAN COUNCIL ON EDUCATION AND THE AFL-CIO



ROBERT H. ATWELL
President, ACE

LANE KIRKLAND
President, AFL-CIO

THOMAS R. DONAHUE
Secretary-Treasurer, AFL-CIO

October 2, 1990

MEMORANDUM

TO: Program Participants
Labor/Higher Education Council National Meeting
Boston
November 28-29, 1990

FROM: Len Oliver, Executive Director *Len Oliver*

SUBJECT: Program Brochure and Registration

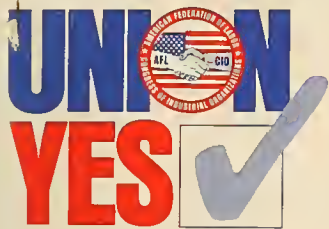
I am enclosing the program brochure for our national meeting in Boston, November 28-29, 1990. Please complete the registration form and return to me. If you need overnight accommodations, send the yellow card back to the Sheraton-Boston.

We look forward to seeing you at the meeting. It has shaped up as an informative, stimulating series of sessions and we welcome and appreciate your willingness to participate with us.

Please let me know if you have any comments or questions.

*Arthur -
Thanks for
being with us.
Len Oliver*

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



C

October 2, 1990

Dear Trade Unionist:

The campaign for Congressional passage of legislation to ban the use of strikebreakers continues to gain momentum. Our initial effort to gain as many cosponsors as possible has met with significant success.

When we began that effort in March, H.R. 3936 had 50 House cosponsors. In the Senate there were three original cosponsors of S. 2112. Today 180 House members and 15 Senators are now cosponsors of the bills.

While that progress is significant, it falls short of the majority of 218 in the House and 51 in the Senate that we will need to pass this legislation. It will require an intensified effort by our state and local central bodies to reach that plateau of cosponsors.

The purpose of this letter is to ask for that support.

For your information I have enclosed an up-to-date list of House and Senate cosponsors. I would ask that you maximize the political leverage you have in this election cycle. Lobby the appropriate legislators who have not cosponsored this legislation and urge them to do so as soon as possible.

In the House, legislators who wish to cosponsor H.R. 3936 should contact the House Education and Labor Subcommittee on Labor-Management Relations. The staff person to speak to is Fred Feinstein at (202) 225-5768. In the Senate they should call the Senate Labor Subcommittee and speak to Jim Brudney at (202) 224-5546.

The Congress is scheduled to adjourn October 20. The final phase of this year's campaign will, if successful, assure that we "hit the ground running" early in the 102nd Congress on the anti-scab legislation.

Please make every effort to assist us in this important undertaking. Should you have any feedback from your contacts with lawmakers, kindly pass them along to Linda Miller at (202) 637-5211.

Thank you in advance for your cooperation.

Sincerely,


Robert M. McGlotten, Director
DEPARTMENT OF LEGISLATION

Enclosures

COSPONSORSH.R. 3936

<u>State/Dist.</u>		<u>Member</u>	<u>State/Dist.</u>		<u>Member</u>
AL	5	Flipppo	IL	11	Annunzio
AR	1	Alexander	IL	19	Bruce
AZ	2	Udall	IL	7	Collins
CA	44	Bates	IL	21	Costello
CA	26	Berman	IL	20	Durbin
CA	1	Bosco	IL	17	Evans
CA	6	Boxer	IL	1	Hayes
CA	36	Brown	IL	5	Lipinski
CA	12	T. Campbell	IL	22	Poshard
CA	15	Condit	IL	3	Russo
CA	8	Dellums	IL	2	Savage
CA	28	Dixon	IL	9	Yates
CA	31	Dymally	IN	19	Hamilton
CA	10	Edwards	IN	10	Jacobs
CA	4	Fazio	IN	5	Jontz
CA	11	Lantos	IN	4	Long
CA	18	Lehman	IN	8	McCloskey
CA	27	Levine	IN	1	Visclosky
CA	30	Martinez	IA	3	Nagle
CA	3	Matsui	IA	4	Smith
CA	7	G. Miller	KS	4	Glickman
CA	13	Mineta	KS	2	Slattery
CA	5	Pelosi	KY	7	Perkins
CA	25	Roybal	MA	5	Atkins
CA	9	Stark	MA	1	Conte
CA	34	Torres	MA	11	Donnelly
CA	24	Waxman	MA	3	Early
CO	1	Schroeder	MA	4	Frank
CO	2	Skaggs	MA	8	Kennedy
CT	2	Gejdenson	MA	2	Neal
CT	1	Kennelly	MA	7	Markey
CT	3	Morrison	MA	6	Mavroules
DE	At-Large	Carper	MA	9	Moakley
FL	19	Fascell	MA	10	Studds
GA	5	Lewis	MD	3	Cardin
ID	2	Stallings	MD	1	Dyson
			MD	5	Hoyer
			MD	4	McMillen
			MD	7	Mfume

State/Dist.

MI	12	Bonior
MI	6	Carr
MI	1	Conyers
MI	13	Crockett
MI	11	Davis
MI	16	Dingell
MI	15	W. Ford
MI	14	Hertel
MI	7	Kildee
MI	17	Levin
MI	8	Traxler
MI	3	Wolpe
MN	8	Oberstar
MN	1	Penny
MN	5	Sabo
MN	6	Sikorski
MN	4	Vento
MO	1	Clay
MO	4	Skelton
MO	9	Volkmer
MO	5	Wheat
MS	2	Espy
MT	1	P. Williams
NJ	6	Dwyer
NJ	14	Guarini
NJ	2	Hughes
NJ	3	Pallone
NJ	10	Payne
NJ	7	Rinaldo
NJ	8	Roe
NJ	9	Torricelli
NM	3	Richardson
NV	1	Bilbray
NY	7	Ackerman
NY	2	Downey
NY	19	Engel
NY	6	Flake
NY	22	Gilman
NY	1	Hochbrueckner
NY	29	Horton
NY	32	LaFalce
NY	20	Lowey
NY	9	Manton
NY	11	McGrath

State/Dist.Member

NY	28	McHugh
NY	23	McNulty
NY	3	Mrazek
NY	33	Nowak
NY	12	M. Owens
NY	16	Rangel
NY	8	Scheuer
NY	10	Schumer
NY	18	Serrano
NY	30	Slaughter
NY	13	Solarz
NY	22	Towns
NY	17	Weiss
ND	AT-LARGE	Dorgan
OH	18	Applegate
OH	11	Eckart
OH	19	Feighan
OH	3	Hall
OH	9	Kaptur
OH	1	Luken
OH	20	Oakar
OH	13	Pease
OH	14	Sawyer
OH	21	Stokes
OH	17	Traficant
OR	18	AuCoin
OR	4	DeFazio
OR	3	Wyden
PA	3	Borski
PA	14	Coyne
PA	1	Foglietta
PA	20	Gaydos
PA	11	Kanjorski
PA	4	Kolter
PA	8	Kostmayer
PA	22	Murphy
PA	12	Murtha
PA	18	Walgren
PA	7	Weldon
PA	6	Yatron
SD	At-Large	Johnson
TN	9	Ford
TX	5	Bryant
TX	16	Coleman

<u>State/Dist.</u>		<u>Member</u>
TX	24	Frost
TX	20	Gonzales
TX	18	Washington
TX	2	Wilson
WA	6	Dicks
WA	7	McDermott
WA	2	Swift
WA	3	Unsoeld
WV	4	Rahall
WV	2	Staggers
WV	3	Wise
WI	2	Kastenmeier
WI	4	Kleczka
WI	5	Moody
WI	7	Obey

Delegates:

Dist. of Columbia - Fauntroy
 Am. Samoa - Faleomavaega
 Virgin Islands - deLugo

COSPONSORS

S.2112

<u>State</u>	<u>Member</u>
CA	Cranston
HI	Akaka
HI	Inouye
IA	Harkin
MA	Kennedy
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MI	Riegle
MT	Baucus
ND	Burdick
NY	Moynihan
OH	Metzenbaum
OR	Hatfield
WA	Adams

H - 179
S - 16
Del - 3

FACT SHEET



DEPARTMENT OF LEGISLATION
815 Sixteenth St., N.W.
Washington, D.C. 20006
(202) 637-5082

Fact Sheet No. 101-13

Date 3/26/90

THE RIGHT TO STRIKE

INTRODUCTION

Today the right to strike - an economic freedom without which unions and their workers would be powerless - is in jeopardy. Strikebreaking and "scabbing" have become commonplace in the American workplace. A little-known 52-year-old Supreme Court decision which made it legal to hire scabs coupled with a more recent high court ruling has blunted the right to strike and put the jobs of millions of American workers at risk if they choose to exercise that right. Over the last decade alone, tens of thousands of workers have lost their jobs simply because they went on strike or were locked out.

For our nation the freedom to strike has brought to millions of American workers such protections as union representation, collective bargaining rights, safer workplaces, improved wages, working conditions and fringe benefits. Many of these gains - earned because union members sacrificed by going on strike - have been so important to emerging democracies throughout the world extended to millions of non-union workers as well. For our country, the freedom of workers to strike is an essential economic right that underpins an institution vital to our own democracy - the nation's free trade union movement.

To restore workers' rights and level the playing field between labor and management, the AFL-CIO is supporting H.R. 3936 and S. 2112, to ban the use of permanent replacement workers in a labor dispute and bar employers from offering preferential benefits to scabs who cross the picket line and return to work.

BACKGROUND

The Past is Prologue

The right to strike has not come easy for American workers. When journeymen shoemakers in Philadelphia staged the first American strike in 1806, their union was tried and found guilty of criminal conspiracy. Fined and forced into bankruptcy, they disbanded. Throughout the 1800's, hostile courts continued to break unions with injunctions and charges of conspiracy or restraint of trade. The union busters also had at their disposal strikebreakers, armed Pinkerton agents and the National Guard. Even laws passed by Congress like the Sherman Anti-Trust Act were turned on their head and used by the Courts against workers, unions and strikes. Later Congress passed the 1914 Clayton Act to stop this misuse of anti-trust injunctions, but the Supreme Court ruled in 1921 that unions were not protected from this abuse.

It was not until passage of the 1926 Railway and Labor Act, the 1932 Norris-LaGuardia Anti-Injunction Act, and finally the 1935 National Labor Relations Act (NLRA) that unions and their right to strike were finally protected by law.

Yet, only three years after the NLRA became law, the Supreme Court struck again. In 1938 the Court ruled in NLRB v. MacKay Radio and Telegraph Company that while employers could not discriminate against a worker engaged in a legal strike, they could permanently replace that worker. But the MacKay decision lay dormant for 40 years. In the decades following the enactment of the NLRA, the public generally supported unions and their right to strike. The use of "scabs" - strikebreakers - was considered reprehensible.

But all that changed during the Reagan era. The tone he set, beginning with the firing of 12,000 PATCO workers, sent an unmistakable message to America's corporate elite, big and small: It is open season again on workers and their unions.

Busting Unions

In the early 1980's, with the cover of an anti-worker, pro-business NLRB appointed by President Reagan, employer use of permanent replacements for striking workers became

commonplace. Today, many employers who want to destroy unions at their worksite deliberately force strikes through unreasonable negotiation tactics or they employ the lockout. Once the workers take to the picket lines, they are simply fired.

Workers from all over the spectrum of labor's family - copper miners to football players, steelworkers to paperworkers and printers to autoworkers - have felt the sting of the MacKay ruling during the 1980's:

- 2500 Paperworkers were "scabbed" out of their jobs at International Paper Co.
- 2400 Steelworkers lost their jobs when the Phelps Dodge copper mining company in Arizona brought in scabs during a contract strike.
- 1100 UAW workers were displaced by scabs at Colt Firearms in Connecticut.
- 1300 Union workers at Magic Chef in Tennessee saw strikebreakers take their jobs during a labor dispute.

To make matters worse, the Supreme Court last year added still another weapon to the employers' side. In TWA v. Independent Federation of Flight Attendants it ruled that TWA had acted properly when it offered preferential benefits and treatment to strikers who crossed the picket line and went back to work. In other words employers could offer incentives - such as seniority over striking workers - if they choose to scab and help break the strike. So much for the neutrality of U.S. labor law or equality at the bargaining table.

STATUS

This assault on the right to strike, where workers are intimidated into giving up a basic right - the right to withhold their labor - and subsequent attacks on unions generally has seriously undermined the collective bargaining process and the stability of labor relations in the U.S. When striking is turned into the equivalent of giving up one's job, the balance of power between bosses and workers - which the NLRA was designed to protect - is decisively tilted against workers.

In order to restore balance to the collective bargaining process and to reaffirm the long-held right of workers to strike, H.R. 3936 has been introduced by Rep. William Clay (D-MO) and S. 2112 by Sen. Howard Metzenbaum (D-OH). Specifically, these bills would amend Section 8(a) of the NLRA to make it unlawful for an employer to offer permanent employment to an individual for doing bargaining unit work during a labor dispute. The measure also bars employers from giving employment preference to a replacement worker over an individual who:

1. was an employee of the employer at the start of the dispute;
2. has exercised the right to join, to assist, or to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection through the labor organization involved in the dispute; and
3. is working for, or has unconditionally offered to work for, the employer.

Under these bills, employers may still continue to use legitimate economic weapons - such as hiring temporary workers - but they may not employ permanent replacements, or apply discriminatory preferences in favor of workers who cross picket lines.

H.R. 3936 has been referred to the House Education and Labor Committee while S. 2112 is pending before the Senate Labor Committee.

CONCLUSION

Among industrialized nations, only the United States, England and South Africa give employers the power to permanently replace striking workers. Our collective bargaining process is rendered meaningless when employers, who want to break the union or seek unreasonable contract concessions, have little incentive to negotiate in good faith because they know they have an army of scabs that they can legally turn to and employ.

That kind of union busting must be stopped. Court decisions punishing workers for exercising their rights while rewarding strikebreakers must be overturned. We must prevent employers from tearing apart communities by using scabs who move in to take the jobs of the existing workforce while striking workers are legally helpless to do anything but to look on as their jobs are stolen from them.

WHAT YOU CAN DO

Contact your Senators or Representative. Ask them to cosponsor and support S. 2112 or H.R. 3936. Tell them that workers going on strike should not have to lay their jobs on the line as the price for exercising this freedom. When writing, address lawmakers as follows: The Honorable _____, U.S. Senate, Washington, DC, 20510; The Honorable _____, U.S. House of Representatives, Washington, DC 20515

For further information, contact Ernie DuBester, AFL-CIO Dept. of Legislation, 202/637-5078.

New York State

AFL-CIO



48 East 21st Street - 12th Floor
New York, N.Y. 10010
(212) 777-6040

100 South Swan Street
Albany, N.Y. 12210-1939
(518) 436-8516

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PAUL F. COLE
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BARBARA LAUFMAN
JOSEPHINE McMILLAN

October 2, 1990

Dear State Federation President:

Some time ago I wrote you seeking your help in our efforts to save the U.S. Navy Homeport facility on Staten Island, New York. Specifically, I asked that you contact the members of your congressional delegation, requesting them to support the amendment offered by Congresswoman Susan Molinari that would, if adopted, treat this facility like all others under the provisions of the Base Closure and Realignment Act.

I am pleased to tell you that on September 11, 1990, the House of Representatives did adopt the Molinari Amendment. The Staten Island Homeport will not, therefore, be summarily shut down. It will, like all other facilities, be reviewed.

I want to thank you for your assistance in our efforts to be treated fairly. We could not have achieved our legislative victory without the votes of congressional members from throughout the country. I am sure that your voice, added to ours, was responsible for this victory. More important, the outcome of this campaign demonstrates that, when we work together, we can win.

Again, please accept our gratitude, and extend our thanks to any and all who answered our call for help.

In unity,

Edward J. Cleary
Edward J. Cleary
President

EJC/TRH/gp
opeiu/153

ASSOCIATED
INDUSTRIES
OF MASSACHUSETTS

441 STUART STREET
BOSTON, MA 02116
(617) 262-1180

JOHN J. GOULD
PRESIDENT &
CHIEF EXECUTIVE OFFICER

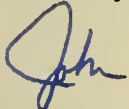
October 1, 1990

Dear Community Leader:

On Wednesday, October 3rd at 12:00 noon at the John Hancock Hall, John Silber, the Democratic Candidate for Governor, is scheduled to make a major address regarding the CLT ballot question and business climate issues.

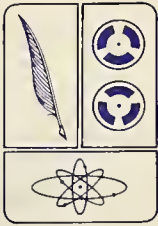
I wanted to bring the Silber address to your attention because of your concern regarding the impact of the CLT question on our economy.

Sincerely,



John Gould
President

100-211X



**OFFICE & PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION**

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS AND
CANADIAN LABOUR CONGRESS

JOHN KELLY
PRESIDENT

GILLES BEAUREGARD
SECRETARY-TREASURER

September 24, 1990

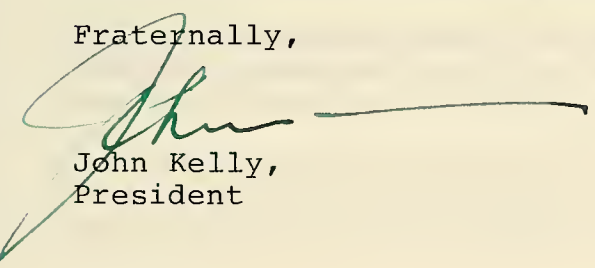
Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

Thanks for being with us last week. I think your speech on CLT awakened a lot of people in the room. I'll be talking to you more about this later.

We hope to make a contribution on behalf of our Locals 453 and 6 to defeat Proposition 3. You'll be hearing more about this from Jim Mahoney and Tom Lawnsby.

Fraternally,



John Kelly,
President

JK:nc
opeiu:153
afl-cio

MERRIMACK VALLEY PROJECT

198 South Broadway • Lawrence, Massachusetts 01843 • Telephone (508) 686-0650

Sponsoring Organizations:

**Andover and Essex Associations,
United Church of Christ
Episcopal Diocese of Massachusetts
Ethnic Covenant
Greater Lawrence - Haverhill
Central Labor Council
Greater Lowell Central Labor Council
Massachusetts State AFL-CIO
Office of the Regional Catholic Bishop
Presbytery of Northern New England**

 151-C

October 1, 1990

Dear Merrimack Valley Leaders:

It is our great pleasure to invite you and another leader of your organization to the first meeting of the Merrimack Valley Project Organizing Committee on Thursday, October 18, 1990 at 7:00 pm at South Congregational Church, 198 South Broadway, Lawrence. (Directions enclosed.)

The meeting will be a follow-up to our Organizing Meeting held last month which ninety leaders from sixty-five organizations attended. It will focus on setting up workshops on Early Warning Signs of Closings, Local Ownership Development, Other Issues, and Interviewing Training. It will also be a meeting to discuss the current issue campaigns we are engaged in from Amesbury to Lowell, and set priorities among them.

We ask each organization interested in helping build the Project to be represented at Organizing Committee meetings by two contact persons. The MVP Organizing Committee will meet every six to eight weeks.

Our September Organizing Meeting was a very encouraging beginning for the work of the Merrimack Valley Project. We look forward very much to our first MVP Organizing Committee meeting and the work ahead. We strongly encourage your participation.

Sincerely,

MVP Sponsoring Committee

Enclosure

Directions to South Congregational Church, South Lawrence

From Haverhill and North:

Take Route 495 South to Exit 42B (Rt. 114/South Lawrence). Go Right at end of ramp onto Route 114 and proceed west for two miles. Go Left at second traffic light onto Andover Street.

Cross Railroad Tracks, going one long block. Turn Right at first traffic light onto South Broadway. South Congregational Church is on the right, 50 yards up South Broadway. Park in lot to the right of the church and enter hall through the door on right side of church at the back of the parking lot.

From Lowell and South:

Take Route 495 North to Exit 41B (Rt. 28 North/Lawrence). Bear Right at the end of the ramp onto Rt. 28 North. Bear Left at the fork in the road (.3 mile from the ramp), continuing on Rt. 28 North. Go Right at stop sign onto South Broadway.

Go through two traffic lights. South Congregational Church is on your right on block immediately after second traffic light. Park in lot to the right of the church and enter hall through the door on the right side of church at back of the parking lot.

SOUTH CONGREGATIONAL CHURCH
198 SOUTH BROADWAY
LAWRENCE, MA 01843

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



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President
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September 20, 1990

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Jay Mazur
Lenore Miller
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John J. Barry
Sigurd Lucassen
William J. McCarthy
Susan Bianchi-Sand
Moe Biller
George J. Kourpias
John N. Sturdivant
Richard L. Trumka
Frank Hanley

Dear Trade Unionist:

The AFL-CIO Department of Occupational Safety and Health, in conjunction with the George Meany Center for Labor Studies, will conduct a week-long seminar on current issues in workers' compensation from November 26-30, 1990. The program will be held at the Meany Center.

This program has purposely been scheduled at a time when most state legislatures are in recess or adjournment in order to make participation possible for those active in state labor bodies or state legislative affairs.

Due to the Thanksgiving holidays, the program will not begin until noon on Monday, November 26. This will give people who have had family commitments over the holidays an opportunity to get to the Meany Center in time for the first session. We will conclude at noon on Friday, November 30.

Some of the most widely recognized authorities on workers' compensation in the United States will be participating in panels or leading discussions during this program.

Attached is a preliminary schedule for the seminar and a registration form that can be clipped and mailed to the Meany Center to enroll in this program.

Sincerely and fraternally,

James N. Ellenberger
Assistant Director
Department of Occupational Safety
and Health

Attachments

JNE/cmt
opeiu2, afl-cio

Tentative Schedule - Workers' Compensation Seminar

Monday, Nov. 26

Basic Concepts of Workers' Compensation	John Lewis
Workers' Compensation Manual	Staff
Occupational Health Foundation	Staff

Tuesday, Nov. 27

Who Gets Benefits and When	Ed Welch
Medical Issues	WCRI
Employer Perspective	NAM/NCSI
Rate Making/Experience Rating	NCCI

Wednesday, Nov. 28

Collective Bargaining and WC	Jim Harley, IBEW
Premium Issue	IronWrks/Wash St
State Funds	Potter/Nee
Commercial Insurance	AAI/AIA

Thursday, Nov 29

Advocacy	Don Elisburg
AMA Guides	AMA
Safety and Health	Rankin/Wilcox
How to Rate Your State	John Burton

Friday, Nov 30

The Future of Workers' Compensation	Peter Barth
Retaliatory Discharge/Discrimination	David Czernik

To Enroll in a Program at the George Meany Center

To reserve a place in a George Meany Center program, please complete an application and mail it with your check for \$120. Your deposit of \$90 will be credited to your room and board bill, and \$30 covers your registration fee. The deposit for registrants who live in the Washington D.C. area and commute to class is

\$70. It covers lunches for one week and registration.

Deposits will be refunded if notice of cancellation is received by the Wednesday before the program. Please make your check payable to the George Meany Center for Labor Studies.

Application to Register for Labor Studies

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
Silver Spring, Maryland 20903

CHECK ONE

- ☐ Commuting to class
☐ Single room @ \$90 daily
☐ Double room @ \$70 daily per person doubling with _____

PRINT OR TYPE

Please enroll me for (course): **The Workers Compensation Seminar**

Dates: **November 25-30, 1990**

Enclosed is a deposit of \$ _____

(Deposit and registration fee required with application)

Name of applicant: Mr./Ms. _____

Address: _____

City: _____ State: _____ Zipcode: _____

Sponsoring Union _____

Applicant's Union Office or Position: _____

_____/_____
Signature _____ Date: _____

Office Number and area code _____



Boston Fire Fighters Local No. 718
International Association of Firefighters
A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

President

James Fitzgerald

Vice President

John McKenna

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Recording Secretary

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September 17, 1990

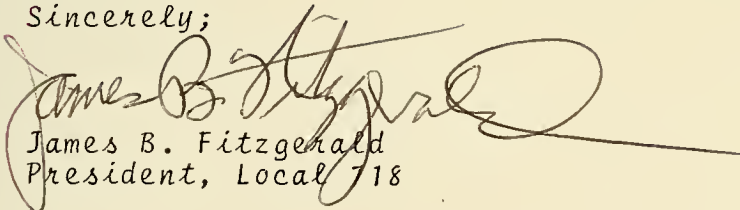
President Arthur Osborne
Mass. AFL/CIO
10½ Beacon Street
Boston, MA. 02108

Dear President Osborne;

I wish to personally Thank You for your intervention for my membership with the Carpenters Council of Boston and the First Trade Union Savings Bank through President Andris Silins, in resolving the paid detail problem at Tudor Place in South Boston.

If I or my membership can be of any help or assistance, please let me know.

Sincerely;



James B. Fitzgerald
President, Local 718

JBFB/pd

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

1750 NEW YORK AVENUE, N.W., WASHINGTON, D.C. 20006
TELEPHONE NO. (202) 737-8484



A. Michael Mullane
3rd District
Vice President

Mass. AFL-CIO
Arthur Osborne, Pres.
10½ Beacon St
Boston, Mass 02108

9/17/90

Dear Arthur:

Just a short note of thanks for all your assistance in resolving the payment of wages for my membership when they performed the paid details at Tudor Place.

Your capable assistance, gave us the opportunity to get these men the monies owed, and, as you can guess it was eagerly awaited and resolved a big problem for us.

Again, my thanks

Fraternally,

A. Mccheal Mullane
I.A.F.F., V.P. 3rd Dist.

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New England Telephone

A NYNEX Company

185 Franklin Street
Boston, Massachusetts 02107

P. C. O'Brien
President
Chief Executive Officer

September 21, 1990

Arthur R. Osborn
President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

I want you to know how much I appreciate your participation at last week's press event in East Boston. Although we did not get the coverage we had hoped for, we certainly demonstrated that the United Way Campaign is truly a community effort involving government, labor, business, the non-profits, and neighborhood agencies. We also reinforced the message, through your presence, that leadership must be involved visibly and aggressively if we are to succeed, and if we are to meet community needs.

Again, thanks for attending and I look forward to seeing you soon.

Sincerely,



Two Liberty Square
Boston, MA 02109-4844
(617) 482-8370

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The Gillette Company

Secretary
Robert E. Cowden, III, Esq.
Partner
Casner & Edwards

September 21, 1990

Arthur Osborn
President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Just a note to express my thanks to you for participating in the 1990 Campaign Kickoff press conference in East Boston last week. Your attendance was certainly a clear indication of your commitment and support in this year's United Way campaign... a campaign which will be conducted in difficult economic times, but one which means so much to so many in our community.

Thanks for being with us at the press conference, and thanks for your leadership in the campaign.

Sincerely,

Micho F. Spring
Chairman

cc: Paul O'Brien

